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Examples

During the COVID restrictions several services ensured that they stayed in contact through using Zoom or Teams to check with each other how they are and have embraced the technology as a way of doing this.

The Enabling Environment team have set up regular weekly Open Forum Reflective Space for groups of managers and clinicians to be able to talk to each other and share the experiences of working under COVID restrictions.

Lots of APs have ensured that all their residents have a phone so that they can contact staff or their Offender Manager and be contacted by them, so that they are not isolated without a means of contact.

Some Ideas

Have regular "check ins" over a virtual coffee to see how each other are.

Ask directly how people are feeling and listen.

Send postcards, letters or texts regularly to people to ask how they are and to share what is going on for you. The content is not the message, the sending of the card is.

Create a space, whether real or virtual, that will always be available for people to come and talk to you.

Have an "appreciation board" where people can leave public messages of appreciation for what colleagues have done during the month. This can be physical or in these COVID days virtual.

Make the timetable of supervision slots public, so that people know when they are and who is using them.

Provide agreed supervision notes.

Accept all new ideas as possible until they are shown not to be.

Celebrate everyone's birthday with an appreciation book.

Always have tissues available, or a punch bag!